

2. AVP in Areas of Turmoil – Agenda

Team – Val, Giri, D

VV – Gathering: One thing I can do to keep calm during an emergency is...

DD/GG – Brainstorm: Fears & Joys of doing AVP in Areas of Turmoil

VV – Quick Decisions

DD – Decision-making styles – Testers, Waders, Plungers

GG – Speak-out

VV – Unanswered Questions

VV/DD – Evaluation

GG – Closing: Golden Moment

Brainstorm

Fears: Feeling overwhelmed, fear of doing the wrong thing, hurting others, fear of being hurt, helpless, fear of showing my soft side, being incapable, loss of power, of not being able to cope, interference by US or other govt., responding with anger, fear of losing it, fear of death mine or others, afraid of imprisonment & torture, fear of looking at the truth, unable to concentrate on work, fear for the safety of the participants, being misunderstood, inappropriateness, fear of repercussions, having the courage to let it lie, afraid of found wanting, showing weakness, feeling faint.

Joys: Experiencing transforming power, seeing the smiles, being appreciated, being humble, doing and not talking, satisfying, joy of helping, tears, laughter, opportunities to love, more/new learning, see lives & communities change, great opportunity, hear great story, giving hope, humility of experiencing the courage, joy of huge hunger, what true hope is sharing people's pain to grow stronger, sharing emotions, experiencing the beauty, camaraderie, connection, communication & co-operation, getting with heart of it by resting courage we age stronger, seeking understanding, dignity, being in a safe place, sharing tolerance.

Quick Decisions

- 1) In workshop, hear gunshots & screaming
- 2) In workshop, ongoing war, during debriefing person breaks down saying, 'it happened to me'
- 3) One person speaks language of country, team non-lingual, soldier comes in, says 'what are you doing here?' in country's language
- 4) Two warring people in workshop

Speak Out

- 1) What is good about being a member of your group?
- 2) What is hard about being a member of your group?
- 3) What do you NEVER want to hear said about your group? (What hurts the most?)
- 4) as a member of your group, what can you say to those who are not, that will help to build bridges?

Testers, Waders, Plungers

- 1) What do you think of the members of the other two groups?
- 2) What do you think of yourselves?
- 3) What do you think the other two groups think of you?

Testers

- 1) *Think that Waders* – have direction, courageous, steadfast 1) *Think that Plungers are* – Impulsive, over-confident, courageous, brash
3) *Think Waders think that Testers are* – cautious, wise, uncertain, wishy washy, need encouraging, indecisive, conservative. 3) *Think Plungers think that Testers are* – scared, slow, irritating, no backbone, dull, nerds, weak, need encouraging, conservative, lack of risk-taking
2) *Think of ourselves as* – Informed, sensible, wise, intelligent, rational, clever, strategic, patient, calm, clear-minded, decisive, prudent, self-assured, sensitive, think of others, considerate, respect

Waders

- 1) *Think that Testers are* – Timid, wusses, bureaucrats, planners, thinkers, creative, sensitive, nervous thoughtful, too slow. 1) *Think that Plungers are* – Hasty, rash, brave (if it works out), daring, confident, youthful, high adrenalin, advance scouts, trustworthy – could work with us better than with other group.
3) *Think Testers think that Waders are* – steady, reliable, we lack planning. 3) *Think Plungers think that Waders are* – boring, fence-sitters, cowards, self-righteous, feel protective of us, trustworthy – could work with us better than with other group
2) *Think of ourselves as* – sensible, we don't panic or over-react, mature, we're the middle ground, everyone can work with us, we are careful leaders, we get things done, practical but don't over-react, exercise good judgement.

Plungers

- 1) *Think about Testers* – identify with them and their process. 1) *Think about Waders* – identify with them and their process
3) *Think Testers & Waders think that Plungers* – do it without thought / impulsive, impatient, not a team player, confident and decisive
2) *Think of ourselves as* – confident, carefully consider before deciding, logic behind decision, flexibility to change, trust our process

Evaluation: AVP in Areas of Turmoil

Happy Face

*Very well facilitated
Interactive
Improved connections between topics
Variation on evaluation format
Liked AVP model used
Liked Speak-out
Liked AVP Exercise given
Meaning, expanded
Time to share between
Activities
Link between Decisions +
Speak Out *
Connection 4 Corners of the world

Sad Face

Right column

Light Bulb

Horizontal format for evaluation

Quick Decisions → then Decision

Making → Repeat Quick Dec.